

21 SECTION TWENTY-ONE – GNS INCLUSION POLICY

PREAMBLE –

Gymnastics Nova Scotia aims to provide equality in programming and opportunities to all its members, regardless of such factors as age, national or ethnic origin, race, religion, sex, sexual orientation, gender identity or expression, disability or any other analogous ground. Wherever possible, reasonable accommodations are to be made to allow participation by all members. This may include, but is not limited to athletes, coaches, officials, learning facilitators, board members and staff members.

1) Age

- 1.1 No one shall be denied access to programming or opportunities within Gymnastics Nova Scotia due to age. Gymnastics is a sport for life and it is therefore important to facilitate lifelong participation. This can be accomplished through, but is not limited to:
 - 1.1.1 Providing the resources for clubs to establish recreational program from pre-school to adult classes, which fall in line with Gymnastics Canada LTAD,
 - 1.1.2 Providing the resources, along with the various program committees, to allow competitive opportunities for athletes of all ages,
 - 1.1.3 Selecting athletes, coaches, judges and other members to committees and events based on their objective merits.
- 1.2 The above subsections shall only be limited in the event of:
 - 1.2.1 Rules and regulations set out by Gymnastics Canada, which may include, but are not limited to, the age requirement for athletes at various levels of competition and age requirements for judging certification and courses,
 - 1.2.2 Rules and regulations set out by the Fédération Internationale Gymnastique, which may include, but are limited to, the age requirement for athletes at various levels of competition and age requirements for judging certification and courses.
 - 1.2.3 Rules and regulations set out by the National Coaches Certification Program, which may include, but are not limited to, the age requirement for Coaches, Learning Facilitators and Coach Developers to participate in various courses
 - 1.2.4 Provincial, Federal and International laws and guidelines when they should apply.

2) National or Ethnic Origin

- 2.1 No one shall be denied access to programming or opportunities within Gymnastics Nova Scotia due to National or Ethnic Origin.

3) Race

- 3.1 No one shall be denied access to programming or opportunities within Gymnastics Nova Scotia due to their actual or perceived Race.

4) Religion

- 4.1 No one shall be denied access to programming or opportunities within Gymnastics Nova Scotia due to their religion, or the religion of a family member. This will be accomplished through, but is not limited to:
 - 4.1.1 Allowing employees, volunteers, coaches, judges, athletes and any member to observe religious holidays without reprimand,
 - 4.1.2 Allowing employees, volunteers, coaches, judges, athletes and any member to observe daily prayer or rituals,
 - 4.1.3 Providing alternatives to required uniforms when possible in accordance with Gymnastics Canada and/or Fédération Internationale Gymnastique.
- 4.2 The above subsections shall only be limited in the event that one could reasonably assume that such accommodations would place too high a burden on the organization or that it could pose a safety risk to the member director, or those whom they are responsible for.

5) Sex

- 5.1 No one shall be denied access to programming or opportunities within Gymnastics Nova Scotia due to their sex.

6) Sexual Orientation

- 6.1 No one shall be denied access to programming or opportunities within Gymnastics Nova Scotia due to their sexual orientation.

7) Gender Identity or Expression

- 7.1 No one shall be denied access to programming or opportunities within Gymnastics Nova Scotia due to their gender identify or expression, which may include, but is not limited to:
 - 7.1.1 Recognizing a person by their preferred name and/or pronoun,
 - 7.1.2 Providing competitive opportunities for an athlete within their preferred discipline,
 - 7.1.3 Providing alternatives to the required uniforms when possible, in accordance with Gymnastics Canada and/or Fédération International Gymnastique.
- 7.2 The above subsections shall only be limited in accordance with regulations and policies set out by Gymnastics Canada and/or Fédération International Gymnastique.

8) Disability

- 8.1 Gymnastics Nova Scotia strives to create a sporting environment that is open to all ability levels. Parasport is an important and integral part of any sports community, therefore Gymnastics Nova Scotia will act as a resource to clubs and program committees by:
 - 8.1.1 Encouraging participation in the Gymnastics For All discipline for all functional ability levels,
 - 8.1.2 Encourage competitive disciplines to integrate parasport athletes when possible,
 - 8.1.3 Encourage competitive disciplines to incorporate parasport as a separate discipline when appropriate and feasible.
- 8.2 The above subsections shall only be limited in the event that one could reasonably assume that such accommodations would place too high a burden on the organization, or that it could pose a safety risk to the member directly, or those whom they are responsible for.